

Warfare Tactics Instructor (WTI) Program



Overall Classification: Unclassified

Warfighting Development Centers

- **Warfighting Development Centers (WDCs) are the TYCOM's executive agent to train community forces in advanced TTP at all levels, during all phases of training**
- **WTIs are the center of gravity for accomplishing SMWDC's missions:**
 - **Advanced tactical training**
 - **Doctrine and TTP development/maintenance**
- **WTIs are empowered to be the most tactically relevant warfighters in the Surface Warfare Officer (SWO) community**

WTI Program: Status Report

Right Now...

- Building/Standardizing/Refining curricula
- Executing SWATT/MSLEX
- Providing WTI/SME support
- 78 IAMD, 29 ASW-SUW, 19 AMW WTIs
 - 100 total WTIs in production tours
- 42 WTI candidates in Jan 2017 courses!

ASW-SUW WTI Class 16-002



In 2016...

- Course schedules synchronized with WTI Baseline course
- Standards published and institutionalized
- Pilot courses complete with continuous incorporation of feedback
- Build our instructor and SWATT cadre
- **72 WTIs received patches in 2016!**
 - 24 IAMD, 29 ASW-SUW, 19 AMW

2017 and Beyond...

- WTI schoolhouses in full production (110/year)
- 1 WTI DH per ship and staff
- WTIs teaching WTIs (self-sufficient)
- SMWDC is sole burning bush – WTIs are smoldering embers
- Re-Blue / Stan Check / SME programs

WTI Career Progression



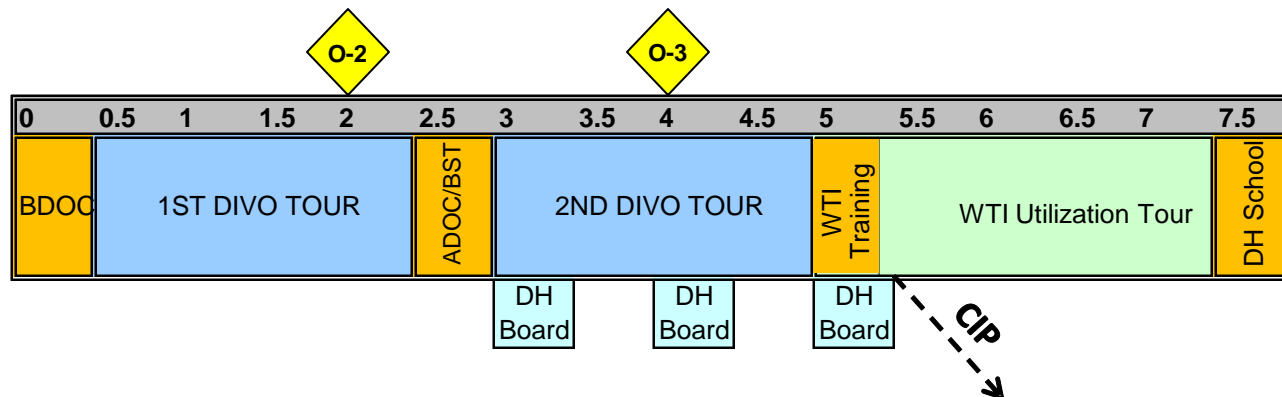
WTI Baseline Course
10 Feb 2017



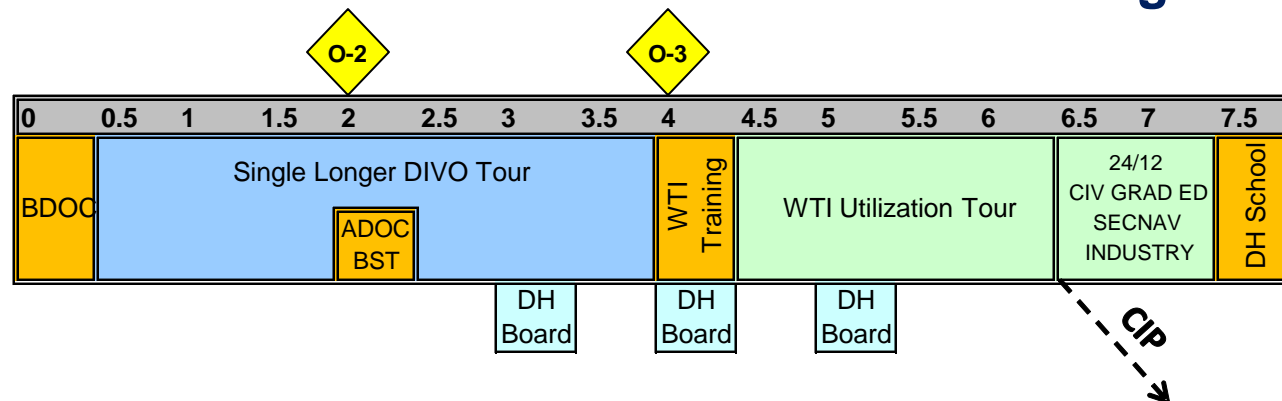
**Not all WTIs will complete Grad Ed in their WTI shore tour, but
NUMEROUS opportunities exist!**

Division Officer Paths to WTI

- Traditional Track: WTI Course of Instruction after 2nd DIVO tour



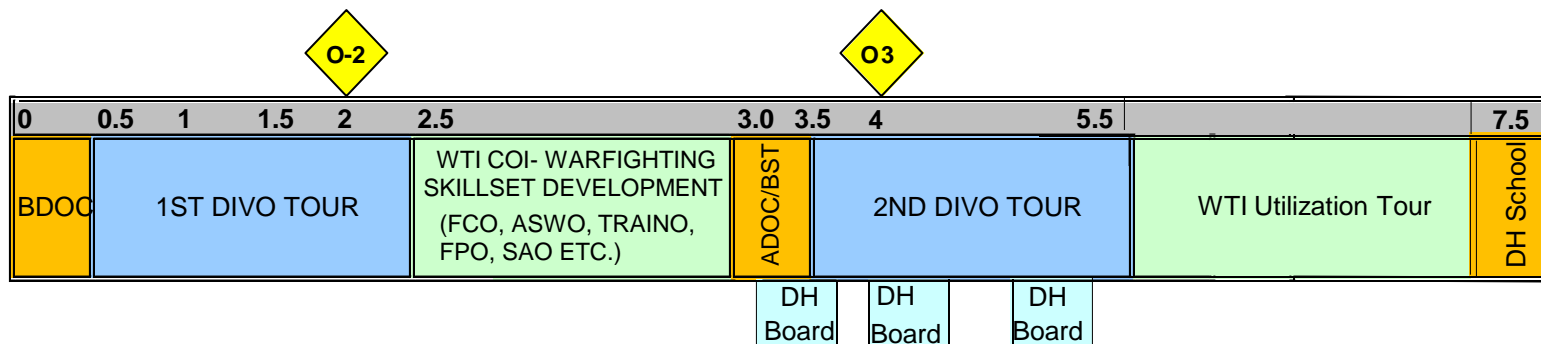
- SLT Track: WTI Course of Instruction after Single Long Tour (SLT)



- SLT Track potentially supports more options/flexibility
 - Sea duty abbreviated to 39 months
 - Potentially eligible for tours post WTI utilization tour (SecNav Tours with Industry, grad-ed, etc.)
 - SLT track requires DHRB

Division Officer Paths to WTI

- **WTI DOSP:**
 - Fleet Up (same ship) → WTI Training → 2nd DIVO Tour → WTI Utilization Tour
- **WTI Accelerated Warfighter:**
 - 1st DIVO Tour → WTI Training → 2nd DIVO Tour → WTI Utilization Tour



- **Best example of Warfighting first.... AND EARLY!**
 - Early Focus on building Warfare Tactics Expertise
 - Highly competitive
 - DHRB required
- **Challenges:**
 - Timing is challenging and will require early engagement with Detailer and CoC
 - Officers interested need to contact their Detailer about 6 months prior to their sea slate to coordinate timing

WTI Experience & PRODEV

WTI Training

- **Baseline:** 2 weeks (San Diego)
- **IAMD:** 16 weeks Dahlgren / 1 week Fallon
- **ASW-SUW:** 8 weeks ASW / 6 weeks SUW (San Diego)
- **AMW:** 11 weeks (Little Creek)
- **Future: Re-Blue Opportunities**
- **Future: WTI currency & proficiency**

Production Tours

- Mature as Subject Matter Experts (SME)
- WTIs hone skills as instructors/trainers
- Own TTP and TACDEV
- **Locations:** SMWDC, CSCS, ATG, SWOS, TTGP/L, CSG-4/15, ESGs, EWTGPAC/LANT, NBGs

Specialization Tours

- **Locations:** NPS, NAWDC Fallon, Denver MTC, ONI, WHOI, and others...
- Very specific mission/skills development
- Own TTP, Curriculum development and TACDEV/experimentation

Fleet Engagement

- MISSILEX Program
- War gaming and Analytics
- Engage OPNAV requirements process
- Symposium participation
- Waterfront Engagement & training

Specific Missions – High Visibility

Improve Organizational Learning

WTI Courses of Instruction

- **Integrated Air and Missile Defense WTI (IAMD)**
- **Anti-submarine/Anti-Surface Warfare WTI (ASW/SUW)**
- **Amphibious Warfare WTI (AMW)**

Building a Cadre of Warriors – Thinkers – Teachers!

WTI Baseline

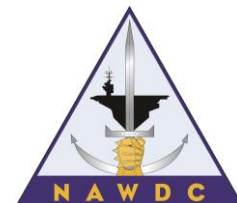
- **2 week syllabus (through 2017)**
 - Iterative development
- **Instructor skills**
- **Overview of all Surface Force missions**
- **USN/potential adversary capabilities and limitations**

IAMD

- **Established by Navy Air and Missile Defense Command (NAMDC) in 2013**
 - 19 week syllabus (including baseline)
 - 16 weeks Dahlgren, 1 week NAS Fallon, NV
 - 8 Courses complete (78 graduates)
- **KW2 AQD**

IAMD Curriculum

- **ATRC Advanced Tactics Course**
- **Subject Matter Expert Immersion**
 - Hawkeye WTI [NAWDC, Fallon]
 - All BMDS Elements
 - Mission Planning [C2BMC/MIPS/AMP]
 - Naval Space Operations Course
 - NNWC/Navy Cyber
 - Network Communications
 - Electronic Warfare Course [FEWC]
 - Instructional / SME Presentations
 - Industry/Technical SME Interface
 - Training and Assessment Skills (Lab Training)
 - Red Cell
 - Qualification Board



ASW-SUW

- **Established by SMWDC Sea Combat Division in 2016**
 - **16 week syllabus (including baseline)**
 - **Eight weeks ASW, six weeks SUW**
 - **2 courses complete (29 graduates)**
- **KW1 AQD**

ASW/SUW Curriculum

Week	Topic	
1-2	WTI Baseline	SMWDC HQ
3	ASW- Mission Planning, Environment, TDAs	SMWDC Det San Diego
4	ASW- Passive/Active Systems	
5	ASW- TMA/ASW Weapons	
6	ASW- Single Ship ASW MMTT's	
7	ASW- SAU Procedures/ TASW	
8-9	ASW- Strike Group ASW	
10	ASW- Exams/Presentations	
11	SUW- MILDEC/EMW/AOMSW/Radars	
12	SUW- Gunnery, SUW MMTT's	
13-14	SUW- Harpoon/Standard, SAG MMTT's	
15	SUW- MCSOF, MMTT's	
16	Integrated Final Battle Problem/Graduation	

AMW

- **Established by SMWDC AMW Division in 2016**
 - 13 week syllabus (including baseline)
 - 2 courses complete (19 graduates)
- **KW3 AQD**

AMW Curriculum

Week	Topic	C2M2
1-2	WTI Baseline	SMWDC HQ
3	Amphib Warfare Indoc	EWTGL
4	Expeditionary Warfare Planning	EWTGL
5-6	Amphibious Tactics	SMWDC Det Little Creek
7	SSDS Course	SMWDC Det Little Creek
8-9	Fleet Immersion	CNBG-2 Little Creek / Camp Lejune
10-12	Integration Course	SMWDC Det Little Creek / EWTGL
13	Amphib Warfare Final Battle Problem	TTGL

Candidate Guidelines

- **Top Tactical Athletes**
- **Genuine interest in warfighting**
- **Personality / Poise / Potential**
- **Required**
 - **SWO Qualification**
 - **CO's Recommendation**
- **Desired**
 - **Shipboard experience in chosen mission area**
 - **Warfare Coordinator / TAO qualification**
 - **Accepted RJCSRB**

Contact: SWO_WTI@navy.mil

How Do I apply

- Contact SWO_WTI@navy.mil to receive an application
- Submit application with enclosures IAW timeline provided during shore slating window
- You can submit application in advance and if selected you will be placed in WTI rolling “Bank”
- Communicate intentions with your detailer and the WTI program manager in advance

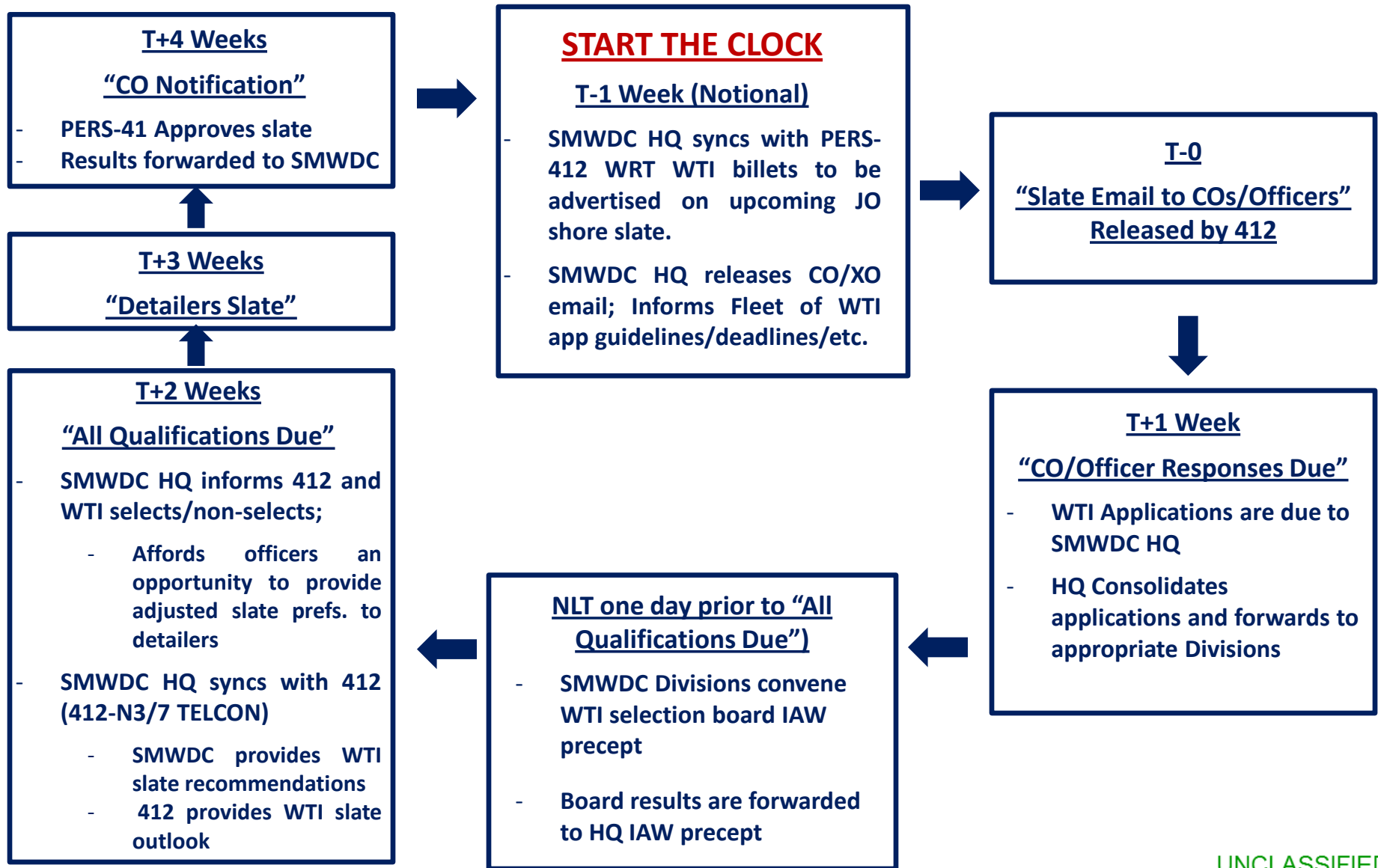
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WTI Application-Selection-Slating

- WTI application-selection-slating process primarily occurs within PERS-41 JO shore slating process
- Six WTI selection boards per year – in concert with JO shore slate timelines
- Rolling application windows! Bank of selected candidates.
- WTI Slating Process:
 - Applicants submit application to SWO_WTI Distro email – HQ and Det POCs sync on application rosters
 - Detachments hold selection board and forward results to HQ
 - SMWDC HQ notifies PERS-412 of preferred WTI billets to be advertised and JO shore slate “fit” recommendations

Apply when ready! SWO_WTI@navy.mil

WTI Application Timing



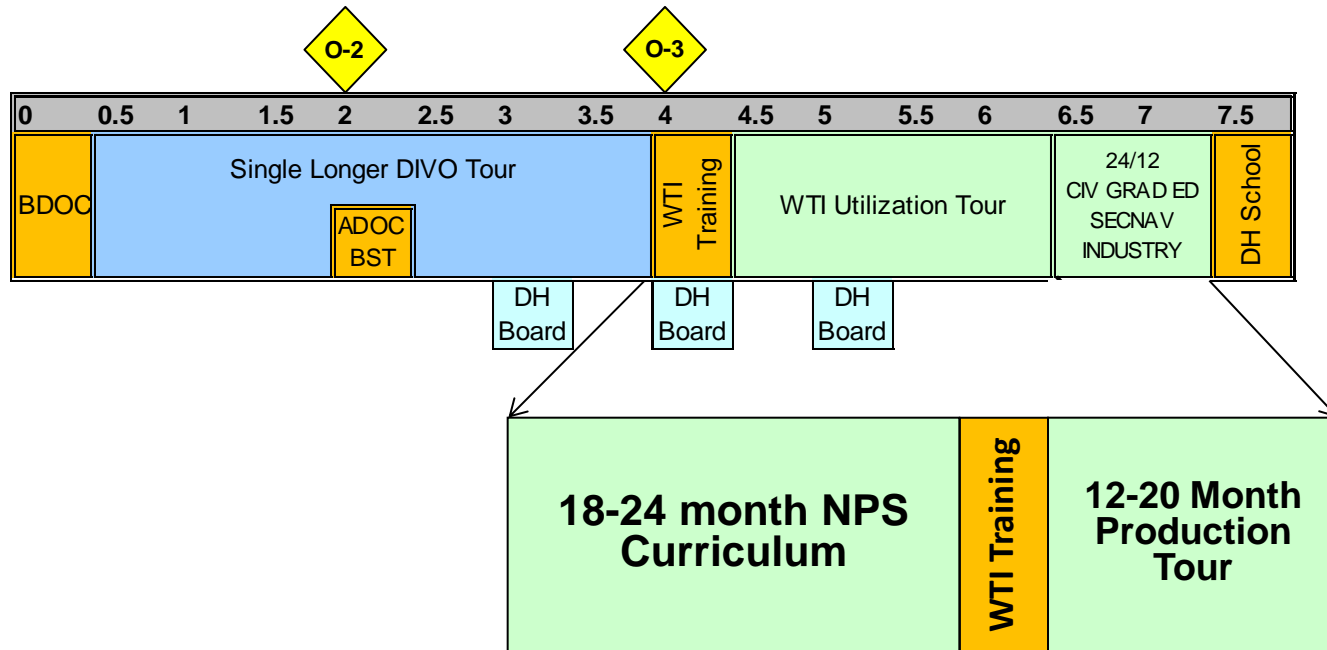
WTI Graduate Education

- **WTIs are and will continue to be excellent candidates for FSEP (Fleet Scholar Education Program)**
- **GEV and 24/12 quotas will be prioritized for WTI use**
- **Single Long Tour (SLT) DIVO tour expands opportunities for elite/competitive programs (FSEP, MIT/WHOI, etc.)**
- **NPS Distance Learning and War College fleet seminar programs available year-round**
- **War College Quotas pre and post DH tour!**
- **NPS Fellowship – The Best of Both Worlds!**

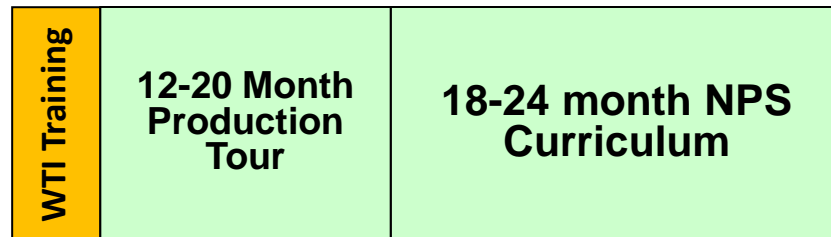
WTI Fellowship

- **“Bundle” of existing NPS Resident educational opportunities with existing WTI program in order to:**
 - **Generate opportunity for some WTIs to obtain NPS Resident Degrees**
 - **Enhance SMWDC mission and the “WTI Brand” by using academic programs as a force multiplier for tactical development and analysis**
 - **Ensure NPS’ research remains relevant to Fleet needs**
 - **Place WTI selects in a tactically or technically relevant NPS curriculum**
 - **Create a governance body or forum as a two-way conduit for:**
 - **research topics of interest from SMWDC to NPS**
 - **NPS research project results and recommendations to SMWDC**
 - **Detail graduating Fellows into fiscally responsible truncated WTI Production Tours taking them to their DH School convening date**

WTI Fellowship Preferred Timing



OR



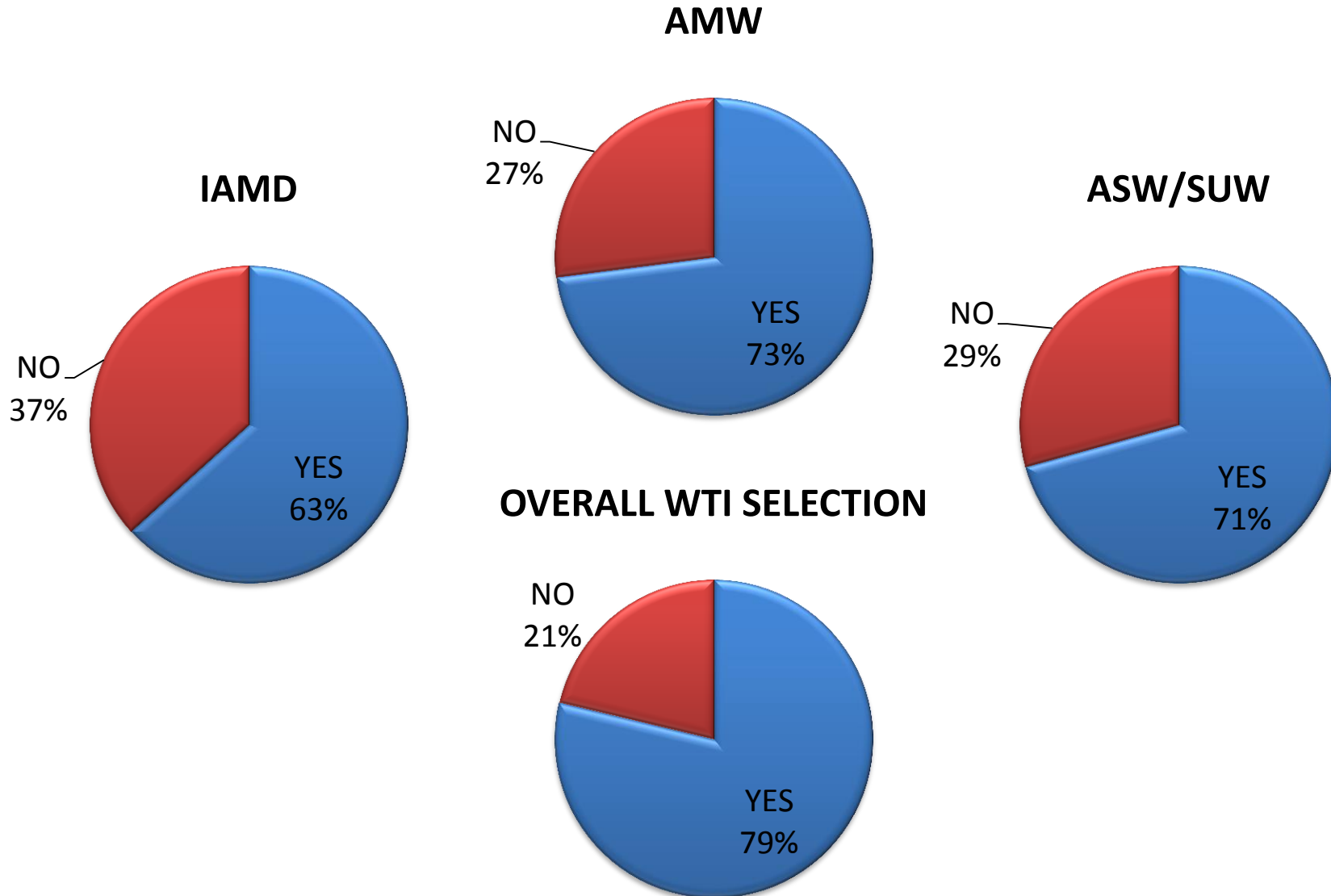
Curricula of Interest - GSEAS

Curriculum	Time	Degree(s)	Skills
USW (525)	24	Operations Analysis Applied Physics Eng Acoustics Mech E or EE Oceanography	USW (incl MIW) application of multiple disciplines, including tactical analysis and technical development
Combat Systems (533)	24	Applied Physics (Weapons, Acoustics, or Sensors)	RADAR, SONAR, EW, weapons energetics, DE, Railgun
Electronic Systems Engineering (590/593)	24	EE	RADAR, SONAR, EW, control systems, datalinks
Naval/Mechanical Engineering (570/563)	24	Mech E	Unmanned systems, TSSE, ship survivability, weaponeering
Systems Engineering (580)	21	Systems Engineering	Naval Weapons, Modeling & Simulation, EO and particulate detection, ship systems & design
Space Systems Operations (366)	21	Space Systems Operations	Satellite operations, overhead sensors, etc

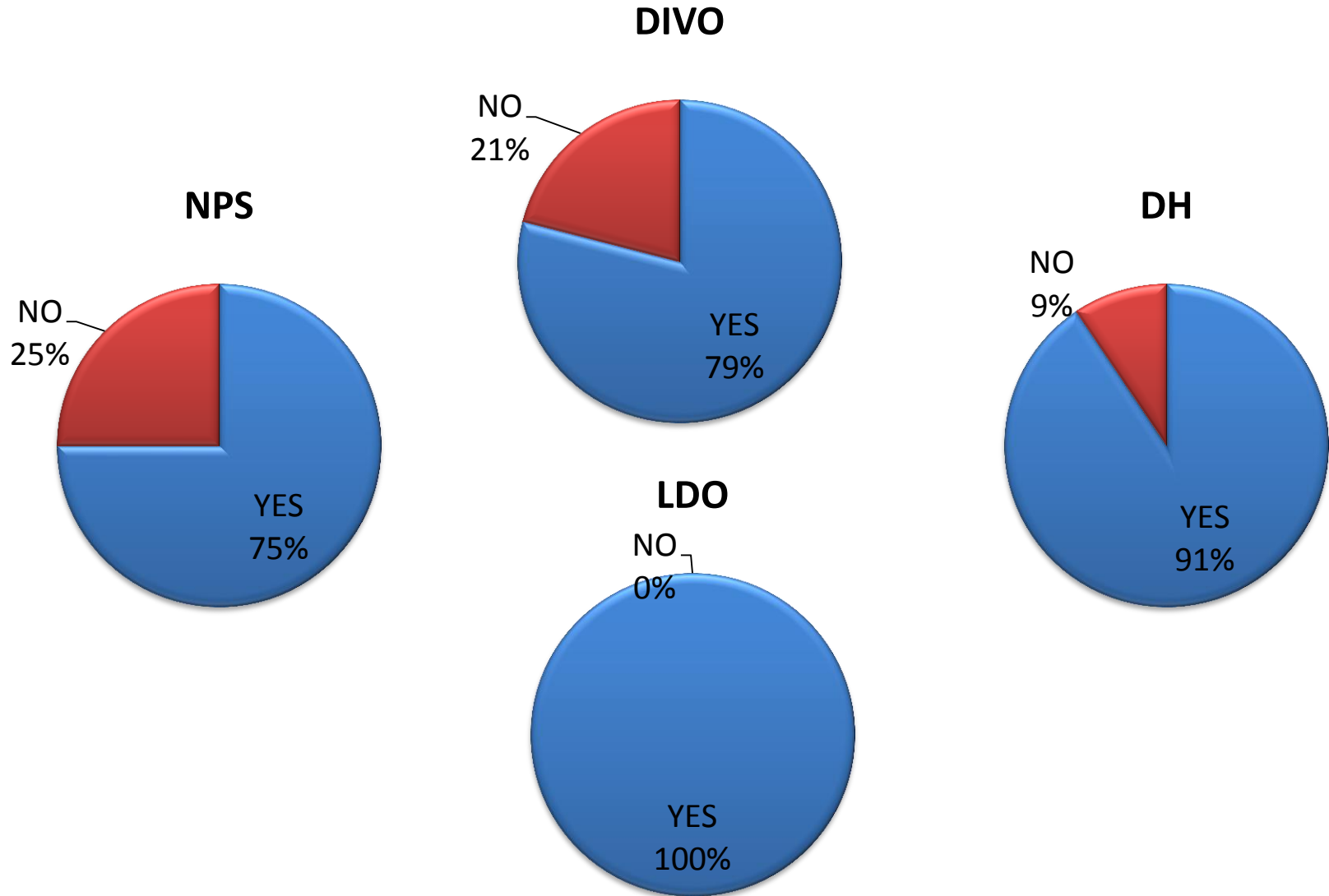
Curricula of Interest - GSOLS

Curriculum	Time	Degree(s)	Skills
OR Analysis (360/361)	24	Operations Analysis	Tactical & Operational Concept Development, Modeling & Data Analysis, Wargaming
Network Operations (386)	18	Network Operations & Technology	Datalinks, Comms, C4I Networks, Unmanned/Autonomous Systems
Cyber Systems & Operations (326)	21	Electronic Eng Computer Science Info Systems	Computer Network Defense, C4I systems design & use, AI
Systems Engineering Analysis (308)	24	Operations Analysis Systems Engineering	System-of-Systems analysis, group capstone project vice individual thesis

WTI Selection Board Statistics



WTI Selection Board Statistics



WTI Selection Board Lessons Learned

- **Sell yourself to the Board!**
- **Attention to detail**
- **Personal letter must reflect genuine desire and convey potential**
- **Boiler-plate recommendation letters are transparent to the board**
- **Superior performance at sea is a must!**
- **PFA matters!**
- **Commitment to Navy career and 3 yr production tour carries weight**

WTI Myth Busters

- **WTIs can be any DH (including CHENGs)**
- **There are many opportunities for graduate education during and post WTI production tour as well as post-DH**
- **You can be a WTI and qualify for “Gucci” tours (SECNAV Industry, FSEP, NPS); harder, but not impossible**
- **WTIs are not locked in specialty track**
- **WTI Program is open to select LDOs/CWOs (currently ~10%)**
- **WTIs can't fly (yet)**

WTIs in Action...



IAMD WTIs executing Integrated Air Defense Course (IADC) at Naval Air Station Fallon.

Questions?



Contact: SWO_WTI@navy.mil

Advanced ASW Officer

- **Originally NMAWC Surface ASW Weapons and Tactics Instructor (SuASW WTI)**
 - Renamed “Advanced ASWO” in 2016
 - KX1 AQD remains active
- **Five week syllabus, SMWDC Det. San Diego**
- **Designed for post-first-tour Division Officers**
 - Scheduled by NPC, CO recommendation required
- **Prerequisite: CSCS ASW Evaluator (ASWE) Course**
 - Five weeks, SD or Norfolk, previous two years